

Green Jobs Definition:

Green jobs are jobs* that contribute to a sustainable environment by:

- Protecting or restoring ecosystems and biodiversity
- Reducing resource consumption and inefficiency
- De-carbonizing the economy
- Minimizing or altogether eliminating all forms of waste and pollution¹

Green jobs in this respect include **jobs that either generate goods or provide services that benefit the environment**, for example, green buildings or clean transportation **or jobs that contribute to more environmentally-friendly processes**, for example, by reducing water consumption, improving recycling systems, developing sustainable energy solutions, while also generating and supporting the wellbeing of people².

We see green jobs on a spectrum, being more or less green depending on their relative effects on the ecological environment.

**Jobs in this definition are understood as decent jobs. Decent jobs must encompass opportunities for women and men to obtain productive work in conditions of freedom, equity, security, and human dignity, and in which women and men have access on equal terms³. In this sense, green jobs consider the effects on the social and ecological environment and must be structured in line with ILO's four pillars of decent work – employment creation, social protection, rights at work, and social dialogue.*

¹ Lijfering, Siri and Lancy Ninja. (2022) Green Jobs for Youth in Africa. [Online], Challenge Fund for Youth Employment, Include Knowledge Platform on Inclusive Development Policies, July 2022. <https://fundforyouthemployment.nl/wp-content/uploads/2022/10/Green-Jobs-For-Youth-in-Africa.pdf>

² ILO. (2016). What is a green job? [Online], International Labour Organization, 13 April 2016. https://www.ilo.org/global/topics/green-jobs/news/WCMS_220248/lang--en/index.htm

³ ILO. (n.d.). Decent work. [Online], International Labour Organization. <https://www.ilo.org/global/topics/decentwork/lang--en/index.htm>